

HOW LEADERS MAY DRIVE OR CRASH ASSESSMENT

KIMBERLY PADDOCK-O'REILLY, PROVOST, LOGAN UNIVERSITY

LEE VAN DUSEN, VP STRATEGIC PERFORMANCE





Think Differently

Possibly provide a different way to think about your assessment



Easy to Implement

Provide some ideas that you might be able to begin incorporating tomorrow



Road Map

Help see a road to your destinations



Reinforce

Reinforce that what you are doing is already heading in the right direction



Help

Help you to think about the different types of drivers and avoid being on autopilot

OUR GOALS

COMMON PHRASES AND ACTIVITIES

Data Driven

Data Informed

**Strategic
Planning**

Assessment

Close the loop

Outcomes

Improvement

**Aligning these
is difficult**



WHO IS DRIVING THE CAR?

- **PERMIT DRIVERS**
- **YOUTH AND INEXPERIENCE**
- **GOOD DRIVERS THAT RECEIVE INSURANCE DISCOUNTS**
- **PEOPLE WHO POSSIBLY SHOULD HAVE STOPPED DRIVING**
- **NO ONE. AUTOMATION**
- **WHICH ONE OF THESE BEST DESCRIBES YOUR ASSESSMENT SYSTEM?**

GOALS AND ASSESSMENT PRACTICES

- **HAS THE "WHY" AND "HOW" BEEN COMMUNICATED AND DOCUMENTED?**
- **DO PEOPLE KNOW WHERE YOU'RE GOING?**
- **WHAT ARE YOUR GOALS? DO PEOPLE KNOW WHERE TO FIND THEM?**
- **DO PEOPLE USE THEM?**
- **WHOSE WATCHING COURSE, PROGRAM, COLLEGE, UNIVERSITY OR INSTITUTIONAL DATA?**



GOALS AND ASSESSMENT PRACTICES



Know who the "driver" of your assessment is!



**Make sure those doing your assessment work
Can explain how the map they're following will get them to their forward destination.**



Make sure those doing and using the assessment know the purpose!



Make sure our assessment practices are aligned with our key performance measures!



Make sure those doing and those using your assessment data can explain how it is used to drive changes.



Make sure your goals, at all levels, are aligned with and driving your assessment.



- **LIST ALL OF YOUR ASSESSMENT AND SURVEY TOOLS, DON'T STOP WITH JUST THE BIG PICTURE METHODS.**
- **LIST YOUR ORGANIZATIONS CURRENT GOALS**
- **HOW WELL DO THE TWO LISTS MATCH UP?**
- **WHAT DO YOU DO IF THE LISTS DON'T MATCH UP OR IF THEY ARE OVERWHELMING?**

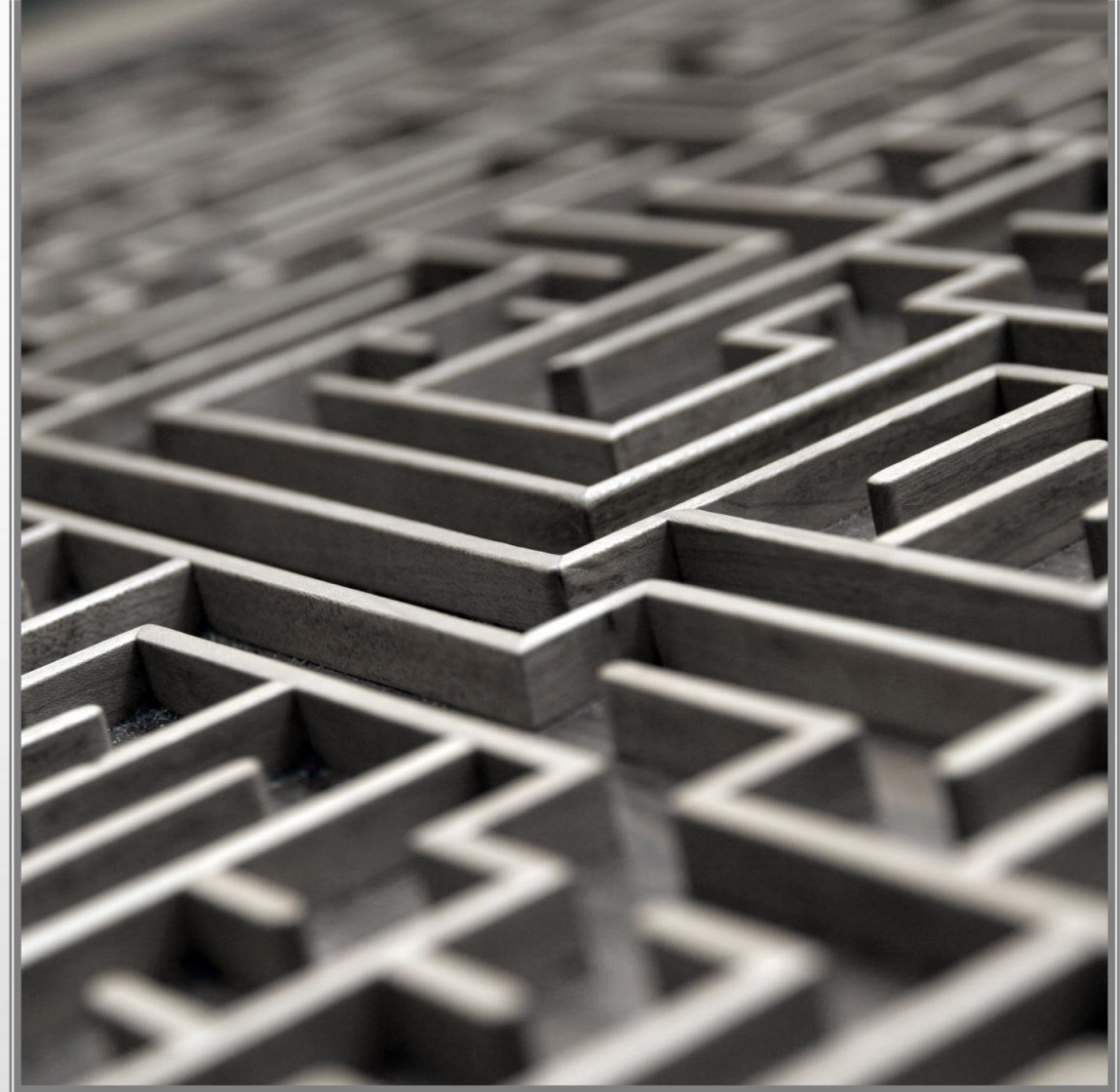
EVERYONE CAN LEARN TO DRIVE BETTER...

HOW DID YOU DO?



STRATEGIC INITIATIVES

- **WHAT IS EVERYONE TRYING TO ACCOMPLISH**
- **HOW DO WE KNOW WHEN WE'VE ARRIVED AT THE DESTINATION OR WAYPOINT?**
 - **ARE WE CREATING OR MODIFYING ASSESSMENTS TO HELP?**
- **IT'S OK TO HAVE SOME PET ASSESSMENT PROJECTS OR SOME JUST BECAUSE THEY SOUND INTERESTING AND WORTH SEEING WHERE THEY GO**
 - **THIS MAY NOT WANT TO BE THE BULK OF WHAT'S DRIVING YOUR ASSESSMENT PRACTICES**



DRIVING YOUR ASSESSMENT CYCLE

Define	Define your assessment cycle
Identify	Identify what drives your assessment
Clarify	Clarify the role of goals and strategic initiatives
Help	Help others recognize that if they own goals and initiative they probably own the assessment that goes with it
Remind	Maybe remind other drivers of their role •Senior Leaders, Division/Department Leaders, IR People (they Can help a great deal), Deans, Program Chairs, Faculty

OUR DAY IN REVIEW

- **IT DRIVES ASSESSMENT**
- **LIMITATIONS OF ASSESSING WITHOUT ALIGNMENT TO GOALS AND STRATEGIC INITIATIVES**
- **MONITOR WHAT'S IMPORTANT**
- **IMPROVEMENT WHAT'S IMPORTANT**
- **POST AND REVIEW YOUR ALIGNMENT OF ASSESSMENT, GOALS, STRATEGIC INITIATIVES, WORK IN YOUR LANE AND IN THE SAME DIRECTION**





IT'S OK IF YOU'RE NOT A PERFECT DRIVER

- **KEEP DRIVING TOWARD YOUR DESTINATION**
- **YOU MAY NEED TO ADJUST YOUR SPEED**
- **DETOURS MAY SUDDENLY APPEAR**
- **IT'S A LONG TRIP – YOU WILL NEED OTHER DRIVERS**
- **DON'T LET THE CAR DRIVE ITSELF**

MOVE FROWARD FROM WHEREVER YOU ARE

- **START SMALL**
- **MOVE AT A PACE THAT WORKS FOR YOUR PLACE**
- **HELP EACH LEADER KNOW THEIR ROLE**
- **DISCUSS ASSESSMENT ALIGNED WITH GOALS – ASK FOR PROGRESS**
- **STOP DOING WHAT'S NOT BEING USED TO MOVE GOAL**
- **ASK FOR ASSISTANCE**
- **ENJOY THE TRIP**



WE LOVE THIS STUFF

- **PLEASE CONTACT US TO DISCUSS OR SHARE YOUR PERSPECTIVE AND INSIGHT, OR ASK FOR ASSISTANCE**
- **WE'D ENJOY DISCUSSING ASSESSMENT, GOALS, AND STRATEGIC INITIATIVES.**

KIMBERLY PADDOCK-O'REILLY: KIMBERLY.OREILLY@LOGAN.EDU

LEE VAN DUSEN: LEE.VANDUSEN@LOGAN.EDU

